



Diversity, Equity, and Inclusion
Policy



1 Introduction

BMC's Diversity, Equity, and Inclusion Policy is rooted in a commitment to delivering an inclusive and equitable experience for our employees and customers while also improving social impact. BMC is committed to cultivating a company culture that promotes innovation by way of diverse thinking, approaches, and skill sets.

2 Scope and Compliance

This policy is applicable to all officers, directors, employees, suppliers, and affiliates of BMC Software. Failure to comply with the policy, including not reporting actual or suspected violations of which you are aware, may result in disciplinary action, including but not limited to termination of employment.

Employees are required to comply with this policy as described in the **Overview of Corporate Policies**.

3 Definitions

- A. **Autonomous Digital Enterprise** – an organization that embraces intelligent, tech-enabled systems across every facet of the business to thrive during seismic changes
- B. **Corporate Social Responsibilities** – priorities that increasingly inform the ways in which we serve the communities where we live and work.
- C. **Diversity Supplier** – this refers to a minority-, woman-, disabled- or veteran-owned supplier.
- D. **Employee Resource Groups** – voluntary, employee-run groups dedicated to fostering a diverse work environment within the context of the company's values
- E. **Harassment** – can be any inappropriate statements, activity, and/or objects made or transmitted in any fashion relating to protected categories. Protected categories include race, color, age, national origin, physical or mental disability, history of disability, ancestry, citizenship status, political affiliation, religion, gender, gender identity, gender expression, marital status, pregnancy, status as a parent, sexual orientation, veteran status, genetic information or other basis of identity
- F. **Supplier Risk Governance Council (SRGC)** – serves as a check and balance between the relationship of our suppliers with BMC

4 Policy Statement

BMC's commitment to diversity, equity, and inclusion works toward establishing an Autonomous Digital Enterprise that includes everyone. This extends to those with whom we do business, which is why we strategically align ourselves Diversity Suppliers including small businesses, as well as businesses owned by veterans, disabled veterans, women, and minorities.

5 Commitments

Maintain a system of policies and procedures designed to encourage diversity, equity, and inclusion.

- 5.1 **Value diversity and equal opportunity.** The BMC approach to diversify is defined by inclusiveness, respect, and fostering a culture that allows each individual to contribute to his or her fullest potential. As set forth in the

Equal Employment Policy and the Non-Harassment Policy, BMC does not tolerate any form of harassment, discrimination, or retaliation.

- 5.2 **Empower employees** by creating confidential and safe spaces that encourage a sense of belonging and opportunity for dialogue, currently in the form of employee resource groups
- 5.3 **Regular workforce training:** Continually evolving a combination of mandatory and optional diversity, equity, and inclusion related programming centered around skill-building and education for employees and managers.
- 5.4 **Manage and mitigate risks in our supply chain** to determine, develop, and maintain the optimal relationship with our suppliers. Our Supplier Risk Governance Council (SRGC) performs a risk assessment of each supplier based on the nature of goods or services provided.
- 5.5 Marketing **communications should not contain any statement that could have the effect of harming** any person, group, or organization.
- 5.6 Effectively **ensure a safe workplace** and address corporal punishment and disciplinary practices.
- 5.7 **Protect whistleblowers.** As outlined in BMC's Whistleblower Policy, BMC will not tolerate retaliation against any employee who, acting in good faith, reports suspected harassment, asks questions or raises concerns. All allegations of wrongdoing are taken seriously and investigated appropriately.
- 5.8 **Report transparently on corporate support of and performance on human rights.**
- 5.9 **Be a responsible corporate citizen.** BMC prohibits the use of child labor, physical punishment, or forced or compulsory labor, as well as any other forms of human abuse including human trafficking.
- 5.10 **Ensure a safe workplace.** A workplace free of violence, weapons, and other disruptive behavior keeps all employees safe and able to concentrate fully on business.
- 5.11 **Promote Diversity Supplier.** BMC's commitment to diversity extends to those with whom we do business, which is why we strategically align ourselves with businesses, as well as businesses owned by veterans and service-disabled veterans, woman, and minorities.
- 5.12 Work toward **servicing and advancing equity** in global communities through the support of social programs.

6 Roles and Responsibilities

- A. **BMC Corporate Social Responsibility Team** is responsible for (a) collaborating cross-functionally to establish a culture that promotes diversity, equity, and inclusion effectively across the organization, (b) sourcing and implementing relevant programming and resources for BMC employees, (c) reporting regularly on diversity, equity, and inclusion related efforts

- B. **BMC Recruiting Team** and hiring managers should work collaboratively toward hiring equitably and responsibly in a way increases representation and inclusion across all levels
- C. **BMC Global Procurement**, in collaboration with employees, is responsible for sponsoring or managing the project or duties of Third Party vendors and must: (a) ensure that the employer/vendor is aware of these policy requirements, (b) confirm that appropriate language is included in contractual agreements addressing these requirements
- D. **BMC Finance**, in collaboration with employees, serves as partial oversight for company-wide expenditures and has the discretion to flag and investigate any expense at any time
- E. **Managers and Employees** are to cooperate with BMC officials to ensure business continuity in alignment with the terms and conditions listed within this and all BMC policies

7 Related Information

- [Code of Conduct](#)
- **Communications System Use and Security Policy**
- **Confidential Information Protection Policy**
- [Environmental, Health, and Safety Policy](#)
- [Data Protection Binding Corporate Rules \(GDPR\)](#)
- **Employee Personal Data Privacy Policy**
- [Equal Employment Opportunity Policy](#)
- **Information Security**
- [Non-Harassment Policy](#)
- **Violence Free Workplace Policy**
- [Whistleblower Policy](#)

8 Document Information

Category:	Corporate
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